



April 18, 2022

Takoma Park Silver Spring Food Co-op and Takoma Park Workers Union Reach Agreement on New Contract

The Takoma Park Workers Union and Management of the TPSS Co-op announce the successful completion of contract negotiations resulting in a new three-year contract through March 2025. Both sides are thrilled to have worked towards a finalized contract and are excited for well-deserved new benefits for the employees of the Co-op.

The contract guarantees a starting wage of \$16.53 per hour for employees beginning 7/1/22. Hourly wages scale up by position to as high as \$19.84 per hour. Annual raises are built in for Union staff members for each year covered by the contract.

New economic benefits include longevity bonuses recognizing TPSS staff who remain with the store for 5-, 10- and 15-year milestones. There were no changes to benefits, paid time off, and Union chosen holidays paid at overtime rates.

Management commends the hard work of the Union's three Shop Stewards who represented 32 bargaining unit employees in contract negotiations and will continue to serve as representatives for their co-workers. Negotiations were cordial and professional.

The Union appreciates the receptiveness of Management during negotiations, and believes that we secured the best possible outcome for our fellow workers considering the current conditions of economic reality. The Takoma Park Workers Union would also like to thank former Co-op Shop Stewards, who set the groundwork for us through their hard work and dedication, and made this situation possible.

TPSS management and staff are excited to continue to be a neighborhood natural food market for Takoma Park and beyond. We are owned by and responsive to the members of our community. Fair working conditions, above-minimum wages and substantial benefits should be the goal of all workplaces that rely on the labor and expertise of their workforce. We thank our committed customers and members for their continued support of this community store, and our workers for making the store operate every single day.

-Mike Houston
TPSS General Manager

-Charlotte Hodgson
Shop Steward, Takoma Park Workers Union